

COVID-19 Risk Assessment & Response Plan

COVID-19 VACCINATION

Anglicare WA Vaccine Approach

**We deliver essential services to
vulnerable people**

+ Current COVID-19 environment

+ Safety and social obligations

+ Current Public Health Orders

Our Covid-19
Vaccination Policy
approach requires

**Workers to have full COVID-19 vaccination to
attend our workplaces**

(with limited exceptions on a case-by-case basis)

Anglicare WA Vaccine Approach



Workers to have **full COVID-19 vaccination to attend our workplaces**

(with limited exceptions on a case-by-case basis)

By
When?

1st COVID-19 vaccine dose

By 1 December 2021

2nd COVID-19 vaccine dose

By 1 January 2022

Overview

1

Anglicare WA's covid response, workforce consultation, Public Health Orders

2

Policy approach?

What is Anglicare WA's policy approach and definitions?

3

Why this approach?

Why is Anglicare WA taking this approach to vaccines and our workplace?

4

What are exemptions?

How are exemptions provided and on what basis?

5

What are limited exceptions?

Can there be exceptions or adjustments?

6

What about privacy?

How will data privacy be protected?

7

What's the timing?

When is this going to happen?

8

What are next steps?

What do I need to do next?

Background and Context

From the outset of the pandemic our response priorities have been:

1

Our People

Ensuring the health, safety and well-being of our employees, volunteers, contractors and clients.



2

Client Services

Focusing on providing our clients with high quality services as far as practicable.



3

Stopping the Spread

Taking actions to support slowing the community spread of the virus, including ensuring compliance with any health directions or public health orders in place from time to time.



4

Supporting our Communities

Closely assessing the impact of COVID-19 on our communities and identify ways to safely extend support to those in need.



Background and Context

Strong Encouragement

To date **Anglicare WA has been strongly encouraging** workers to receive full COVID-19 vaccination

Vaccine Effectiveness

Research, science and evidence has reinforced their **effectiveness reducing illness severity, hospitalisation and death**

Delta is Different

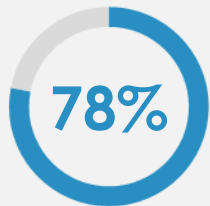
Delta has changed and accelerated approaches to COVID-19 vaccination

Public Health Orders

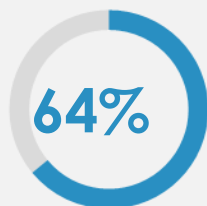
A number of WA **Public Health Orders mandate vaccines** for workers who interact with health and police facilities

Background and Context

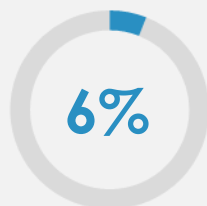
Workforce feedback – COVID-19 Vaccine Sentiment Survey (as at 13 October, n=269)



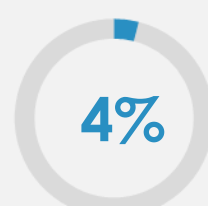
At least 1 dose of COVID-19 Vaccine



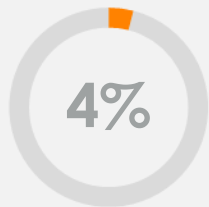
Both Doses of COVID-19 Vaccine



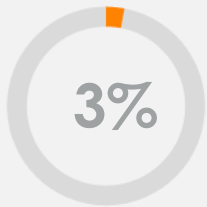
Booked in For 1st COVID-19 Vaccine



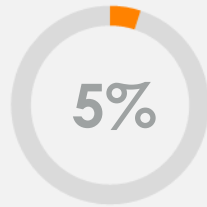
Not Booked, but intend to get COVID-19 Vaccine



Undecided



No – but may change mind



No – Will not get COVID-19 Vaccine

- Majority in favour of vaccine requirements
- Some concerned about removal of choice, even though they will get vaccinated
- 5% determined not to get vaccinated, prepared to leave employment

88%



Intend to be vaccinated

Background and Context

WA Public Health Orders

1. Health Worker Restrictions Directions
2. Police Mission Critical Areas Directions

PUBLIC HEALTH ACT 2016 (WA)

Sections 157(1)(e), 157(1)(k), 180 and 190(1)(p)

HEALTH WORKER (RESTRICTIONS ON ACCESS) DIRECTIONS (No 3)

The World Health Organization declared COVID-19 a pandemic on 11 March 2020.

On 23 March 2020, the Minister for Health declared a public health state of emergency with effect from 1.30 pm on 23 March 2020 in respect of COVID-19 pursuant to section 167 of the *Public Health Act 2016* (WA) (Act). On 22 September 2021, the Minister for Health declared a further public health state of emergency with effect from 4.25 pm on 22 September 2021 in respect of COVID-19 pursuant to section 167 of the Act. The public health state of emergency applies to the State of Western Australia.

I, Dr Andrew Robertson, the Chief Health Officer, authorised as an emergency officer under section 4 of the Act to exercise any of the emergency powers while the public health state of emergency declaration in respect of COVID-19 is in force, consider it reasonably necessary to give the following directions to all persons in Western Australia to prevent, control or abate public health risk presented by COVID-19 pursuant to sections 157(1)(e),

PUBLIC HEALTH ACT 2016 (WA)

Sections 157(1)(e), 157(1)(k), 180 and 190(1)(p)

WA POLICE MISSION CRITICAL AREAS (RESTRICTIONS ON ACCESS) DIRECTIONS (No 3)

The World Health Organization declared COVID-19 a pandemic on 11 March 2020.

On 23 March 2020, the Minister for Health declared a public health state of emergency with effect from 1.30 pm on 23 March 2020 in respect of COVID-19 pursuant to section 167 of the *Public Health Act 2016* (WA) (Act). On 22 September 2021, the Minister for Health declared a further public health state of emergency with effect from 4.25 pm on 22 September 2021 in respect of COVID-19 pursuant to section 167 of the Act. The public health state of emergency applies to the State of Western Australia.

I, Dr Andrew Robertson, the Chief Health Officer, authorised as an emergency officer under section 4 of the Act to exercise any of the emergency powers while the public health state of emergency declaration in respect of COVID-19 is in force, consider it reasonably necessary to give the following directions to all persons in Western Australia to prevent, control or abate the serious public health risk presented by COVID-19 pursuant to sections 157(1)(e), 157(1)(k), 180 and 190(1)(p) of the Act.

PREAMBLE

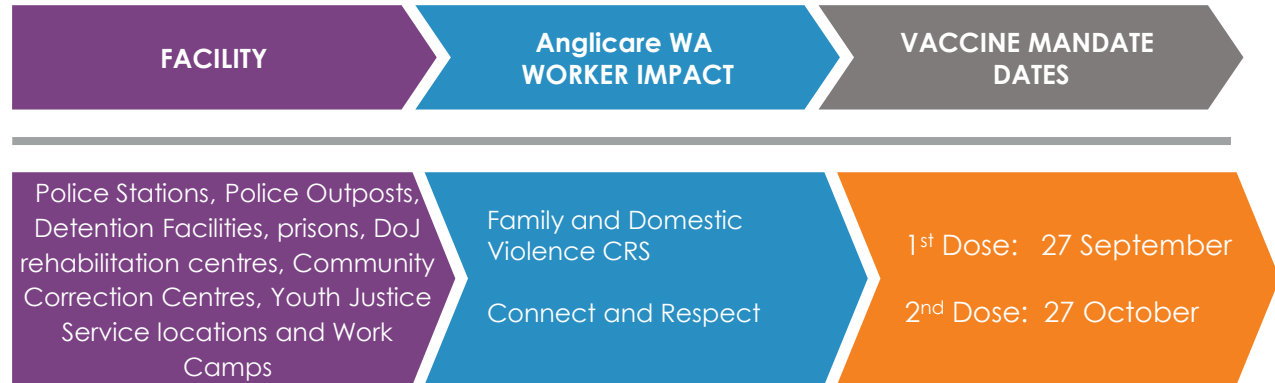
1. The purpose of these directions is to

Health Worker Directions

	FACILITY	Anglicare WA WORKER IMPACT	VACCINE MANDATE DATES
Tier 1	High risk areas of a hospital – ICU, ED, HDU or COVID clinic or COVID vaccination clinic	Unlikely any Workers	1 st Dose: 1 October 2 nd Dose: 1 November
Tier 2	A hospital, including any ancillary facilities located on hospital land (allied health, admin etc.)	Family and Domestic Violence CRS Bridges Disability SW Street Connect / Youth Services	1 st Dose: 1 November 2 nd Dose: 1 December
Tier 3	Public health service facility /vehicle from which public health services are provided	Outreach services Residential facilities Connect and Respect headspace CYPRESS and ARBOR	1 st Dose: 1 December 2 nd Dose: 1 January

WA
Public
Health
Orders

Police, Mission Critical Directions



Anglicare WA Vaccine Approach

- We are deeply **committed to keeping our people, clients and communities as safe as possible** and recognise that in the current environment, COVID-19 vaccination is an essential element of our overall COVID-19 response planning.
- To meet this commitment and fulfill a strong sense of social obligation, **Anglicare WA requires Workers to be fully vaccinated against COVID-19 to attend our workplaces**, unless they have been granted an exemption in accordance with this policy or by limited exception on a case-by-case basis.



**By
When?**

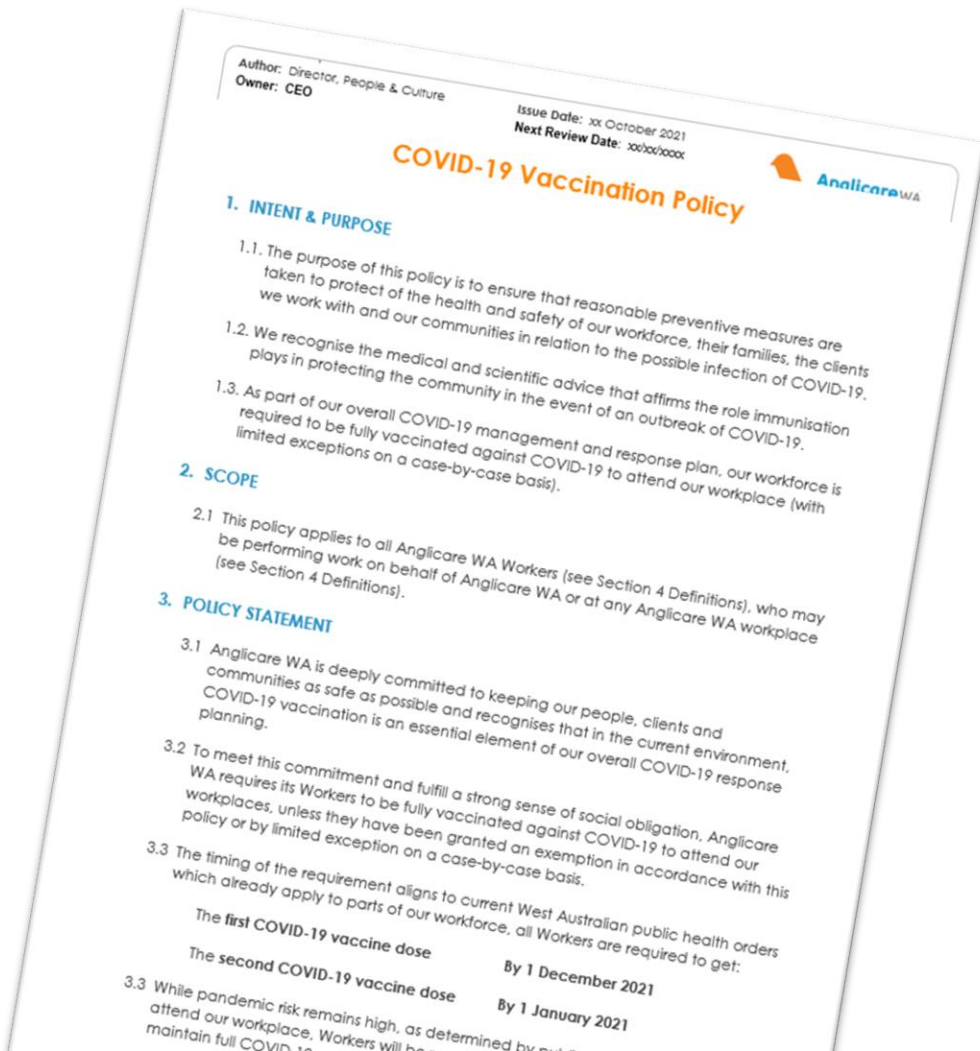
1st COVID-19 vaccine dose

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By 1 January 2022

Policy



Policy Definitions



Worker

Any person who carries out work for or on behalf of Anglicare WA, including

- ✓ **Employee**
- ✓ **Volunteer**
- ✓ **Contractor**
- ✓ **Subcontractor**
- ✓ **Trainee**
- ✓ **Work experience student**
- ✓ **Employee of a labour hire company**

Policy Definitions

Workplace



- **Any location where a worker goes**, or is likely to be, within the course of their work
- Where they **will interact with other people** in the course of their work.

Why this approach?



Purpose and Values

Committed to keeping people safe



Delta

Is a significant "game changer" requiring a significant response



Our Work

We do essential work with vulnerable people.



Public Health Orders

Impact many of our workers, likely more orders



Vaccine Effectiveness

Incredibly effective limiting severe illness and death



Taking a Lead

In the absence of a government direction, we need to be gutsy and courageous



All of us, together

This applies to our whole workforce as we expect people to be able to work with people



Respect Contrary Views

Respectful of different views and beliefs

What about Exemptions?

Medical Exemption

- Recognised contraindication to an approved vaccine
- Required to provide medical evidence by qualified medical practitioner
- Practitioner may be contacted by Anglicare WA

Protected Attributes

- May have protected attributes (e.g. religion, disability etc)
- Require evidence from authorised source
- May be contacted by Anglicare WA

A case-by-case approach will be taken to consider requests for exemption.

Additional conditions/restrictions may apply to exempted people may be subject to (access, masks, tests, COVID-Leave).

What about Exceptions?

Exceptions to the policy will be considered on a **case-by-case basis**, taking into consideration:

1

Public Health Orders

Is the role already covered by current Public Health Orders?

2

Inherent Requirements

What are the inherent (non –negotiable) requirements of the role, reference to definition of 'workplace' in the policy?

3

Reasonable Adjustments

Are there reasonable adjustments which can be considered (e.g., leave for a finite period of time, interim WFH)?

4

Additional Restrictions

Are there additional conditions/restrictions which may apply to exempted people (access, masks, tests, no COVID-Leave)?

May change based on future Public Health Orders or course of COVID-19 in the community

Privacy

- Confidential register of Vaccine information.
- Kept in accordance with Privacy laws.



Assistance

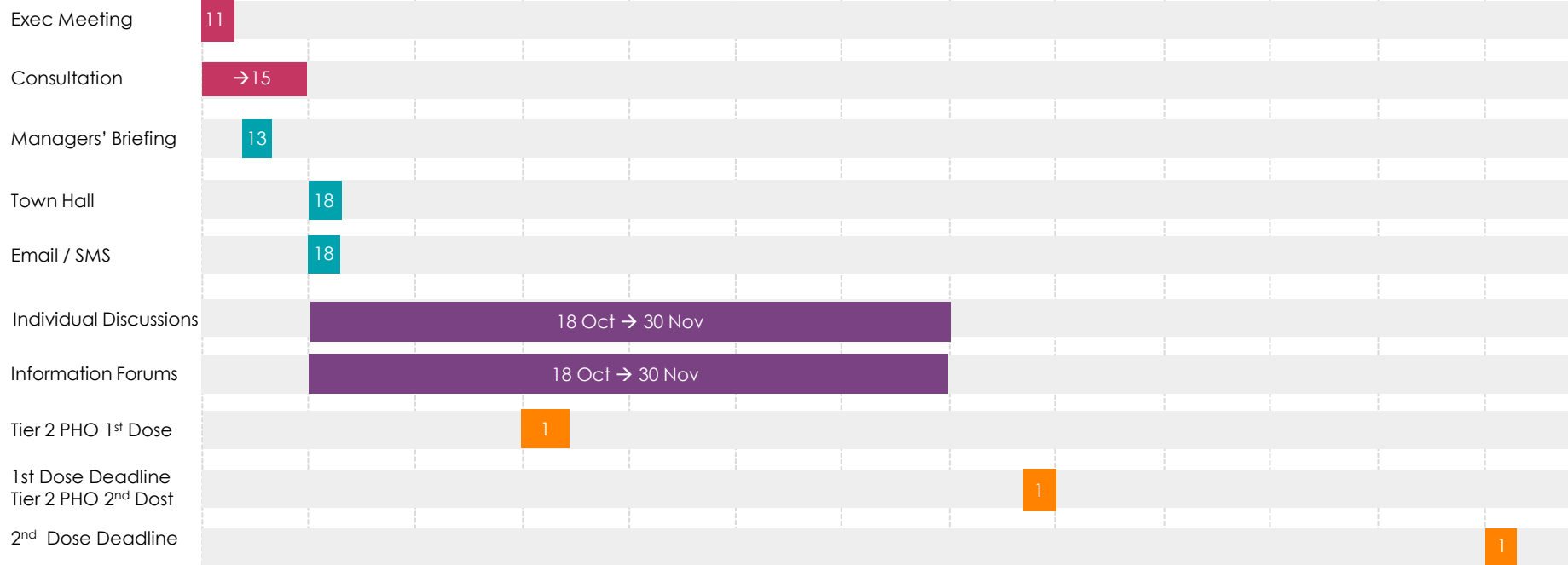
- Consult your medical practitioner
- Vaccination bookings (www.rollup.wa.gov.au)
- Talk to line manager and or Manager Health, Safety and Wellbeing
- [Employee Assistance Program](#) available (1300 307 912)
- Adjustments to working hours – discussion with line manager
- Personal leave (full-time and part-time employees), if exhausted, case-by-case consideration
- Up to 2 days unpaid leave – workers who are unsure

COVID-19 Vaccine Policy Implementation Timelines



11 Oct	18 Oct	25 Oct	1 Nov	8 Nov	15 Nov	22 Nov	29 Nov	6 Dec	13 Dec	20 Dec	27 Dec	3 Jan
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→ Consultation →



Next steps ... are you ...?

Intending to apply for an exemption?

Read the policy regarding exemptions, contact Dan Gasper, Manager Health, Safety and Wellbeing to submit your exemption application by **19 November 2021** (osh@anglicarewa.org.au)

Vaccinated, intending to get vaccinated?

Complete the COVID-19 Vaccination Certificate submission (for more info: osh@anglicarewa.org.au)

Proof of 1st vaccination
needed by **1 December 2021**

Proof of 2nd vaccination
needed by **1 January 2022**

Not intending to get vaccinated?

Talk to your **line manager** and/or

Dan Gasper, Manager, Health Safety & Wellbeing

Or

Shelley Micale, Director, People & Culture
By **19 November 2021**



Need more information?



◆ Attend Information Forums

A series of information forums will be held to provide more information, further sessions can be added depending on demand

➔ **Tuesday 19 October @ 1.00pm**

[Register here](#) to attend

➔ **Wednesday 20 October @ 8.30am**

[Register here](#) to attend

➔ **Thursday 21 October @ 8.30am**

[Register here](#) to attend

➔ **Friday 22 October @ 10.00am**

[Register here](#) to attend

◆ Individual Discussions/ Follow up

Contact your line manager for more information or

Shelley Micale, Director, People & Culture

Shelley.micale@anglicarewa.org.au
(x2085)

Dan Gasper, Manager, Health, Safety & Wellbeing

Daniel.gasper@anglicarewa.org.au
(x2111)



Questions